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ABSTRACT

Job satisfaction, which can be defined as a feeling of fulfillment or pleasure associated with one's work, comes from many personal sources but can be nourished by supportive agency practices, daily interactions, and long-term goals. Job satisfaction is important for child and youth care workers because (1) job satisfaction and competence are often interwoven, (2) satisfied people tend to stay longer at their agencies, and (3) at-risk children and families need competent, enthusiastic workers who can be depended upon. Job satisfaction for child and youth care workers is examined in this book from five interwoven perspectives, in five chapters. Each chapter includes quotations and vignettes intended to illustrate key concepts of best practice in cultivating job satisfaction in a variety of community and group care programs for at-risk children and youth. Following an introduction that defines job satisfaction, Chapter 1 examines personal sources of satisfaction for child and youth care workers. Chapter 2 looks at organizational support, attitudes, and practices. Chapter 3 probes the importance of team work and individual interactions and the roles they play in job satisfaction. Chapter 4 explores career and professional development practices. Chapter 5 discusses, for those interested in building a career in the field, how the material in the book can be integrated into action steps. A list of references and suggested readings, an appendix with career information and opportunities in youth work, and a biography of the author are included. (DR)

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